DOCUMENT RESUME

ED 353 898 HE 026 156

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TITLE Salary-Trend Studies of Faculty for the Years 1988-89 and 1991-92 in the Following Academic Disciplines/Major Fields: Engineering-Related Technologies; Foreign Language; Geography; Geology; History; Home Economics; Letters; Library and Archival Sciences; Life Sciences; Mathematics; Multi-Interdisciplinary Studies; Music; Nursing; Philosophy and Religion; and Physical Education.
INSTITUTION Appalachian State Univ., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE 92
NOTE 226p.; For other volumes in this set, see HE 026 155-157.
PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC10 Plus Postage.
DESCRIPTORS Academic Rank (Professional); Biological Sciences; *College Faculty; Comparative Analysis; Departments; Engineering Technology; Full Time Faculty; Geography; Geology; Higher Education; History; Home Economics; *Intellectual Disciplines; Interdisciplinary Approach; Library Science; Literature; Mathematics; Music; Nursing; Philosophy; Physical Education; Private Colleges; Public Colleges; Religion; Second Languages; *Teacher Salaries; *Trend Analysis

ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 600 colleges and universities. Data cover the following disciplines: Engineering Related Technologies, Foreign Languages, Geography, Geology, History, Home Economics, Letters, Library and Archival Sciences, Life Sciences, Mathematics, Multi-Interdisciplinary Studies, Music, Nursing, Philosophy and Religion, and Physical Education. Presented for each discipline is a summary of the overall average salary increase between the baseline year of 1988-89 and the trend year, 1991-92, for both public and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines and between the public and private institutions. The participating institutions are listed. (JB)

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1988-89 AND 1991-92 IN THE FOLLOWING ACADEMIC DISCIPLINES/MAJOR FIELDS:

Engineering Related Technologies; Foreign Languages; Geography; Geology; History; Home Economics; Letters; Library and Archival Sciences; Life Sciences; Mathematics; Multi-Interdisciplinary Studies; Music; Nursing; Philosophy and Religion; and, Physical Education

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ED353898

HE026 156

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1991-92. Each year two separate surveys are conducted, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1988-89 and 1991-92 surveys were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines/major fields, 15 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 15 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private participating institutions. Of the 281 institutions which participated in CUPA's public survey of 1988-89, 207 also participated in the 1991-92 survey. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's private survey of 1988-89, 298 also participated in the 1991-92 survey. Data from those same 298 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 15 individual academic disciplines/major fields for both the public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 15 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1988-89 and 1991-92) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 43 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN ENGINEERING-RELATED TECHNOLOGIES FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Fred C. Miller, Jr.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including engineering-related technologies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of engineering-related technologies in the CIP is as follows:

> A summary of groups of instructional programs that prepare individuals to apply basic engineering principles and technical skills in support of engineering and related projects.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 93--15).]

This article presents a summary of the overall average salary increases in the discipline/major field of engineering-related technologies from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for

both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of engineering-related technologies faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professors of engineering-related technologies in the 1988-89 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of engineering-related technologies in the 1988-89 public study means that their average salary is .1 percent above than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of engineering-related technologies with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: ENGINEERING TECHNOLOGIES																		
PUBLIC, 1988-89:				**MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES**														
AVERAGE SALARY:	43057	193	42	36311	276	53	31089	299	49	31578	30	22	26155	74	30	35110	842	57
FAC MIX PCT:	0.23			0.33			0.36			0.04			0.09			1.00		
SALARY FACTOR:	0.97			1.01			1.03			1.08			1.12			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: ENGINEERING TECHNOLOGIES																		
PUBLIC, 1991-92:				**MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES**														
AVERAGE SALARY:	48252	225	51	40875	301	62	35428	296	59	34006	36	23	28578	68	30	39988	890	66
FAC MIX PCT:	0.25			0.34			0.33			0.04			0.08			1.00		
SALARY FACTOR:	0.95			0.99			1.03			1.00			1.09			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		

DISCIPLINE: ENGINEERING TECHNOLOGIES																		
PRIVATE, 1988-89:				**MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES**														
AVERAGE SALARY:	40967	24	10	36296	48	16	30815	53	17	30567	5	5	23777	9	4	34124	134	21
FAC MIX PCT:	0.18			0.36			0.40			0.04			0.07			1.00		
SALARY FACTOR:	0.91			1.05			1.07			1.10			1.06			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
PRIVATE, 1991-92:				**DISCIPLINE: MAJOR FIELD:**														
AVERAGE SALARY:	51961	42	10	42510	65	15	35799	53	15	36000	4	3	29184	11	10	41894	171	18
FAC MIX PCT:	0.25			0.38			0.31			0.02			0.06			1.00		
SALARY FACTOR:	0.97			1.04			1.05			1.11			1.07			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of engineering-related technologies was reported in 57 of the 207 public institutions. The average salary of the 842 faculty was $35,110. This average salary was approximately 2.9 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of engineering-related technologies was reported in 66 of the same 207 public institutions. The average salary of the 890 faculty was $39,988. This average salary was approximately 3.3 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in engineering-related technologies after three years in the public institutions studied was 13.9 percent ($39,988 minus $35,110 equals $4,878). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.3 percent or 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of engineering-related technologies (13.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .4 percentage points in their salaries (14.3% minus 13.9% equals .4%) more than faculty in the discipline/major field of engineering-related technologies.

The reader may note that the faculty mix percentage in engineering-related technologies is lower at the professor rank than at the assistant professor in the 1988-89 study: 23 percent vs. 36 percent, and in the 1991-92 study it is 25 percent vs. 33 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in engineering-related technologies in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 3.6 percent (30/842) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 4.0 percent (36/890) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of engineering-related technologies was reported in 21 of the 298 private institutions. The average salary of the 134 faculty was $34,124. This average salary was 3.8 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of engineering-related technologies was reported in 18 of the same 298 private institutions. The average salary of the 171 faculty was $41,894. This average salary was .8 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in engineering-related technologies after three years in the private institutions studied was 22.8

percent ($41,894 minus $34,124 equals $7,770). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 5.6 percent or 1.9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of engineering-related technologies (22.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.6 percent (22.8% minus 19.2% equals 3.6%) less than faculty in engineering-related technologies.

The reader may note that the faculty mix percentage in engineering-related technologies is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 18 percent vs. 40 percent, respectively, and in the 1991-92 study it is 25 percent vs. 31 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in engineering-related technologies was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.7 percent (5/134) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 2.3 percent (4/171) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of engineering-related technologies and compared that

information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,037 (1.2%) faculty in the discipline/major field of engineering-related technologies participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of engineering-related technologies in 1988-89 in the public and private studies were some 3 and 4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of engineering-related technologies in 1991-92, in both the public and private studies were some 3 and 1 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in engineering-related technologies in the public institutions received overall, relative salary increases at the end of three years of 3.3 percent below the cost-of-living. In the private institutions the relative salary increase was 5.6 percent below the cost-of-living.

Third, in the discipline/major field of engineering-related technologies the assistant professor rank percentages far exceed those in the professor rank

both in the 1988-89 public and private studies and in the 1991-92 public and private studies. These data show that engineering-related technologies is a still-emerging field although emerging rather slowly.

Finally, the hiring rate of new assistant professors in engineering-related technologies in the public studies in comparison to ALL MAJOR FIELDS, is lower both in the 1988-89 and in the 1991-92 study. In the private studies, the hiring rate was also lower than in ALL MAJOR FIELDS both in the 1988-89 and 1991-92 studies. This means that engineering-related technologies is continuing a rather slow growth in relation to many of the other disciplines/major fields in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in engineering-related technologies and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Fred C. Miller, Jr., is on the media services staff at Appalachian State University.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN FOREIGN LANGUAGES FOR THE YEARS 1998-89 AND 1991-92

By
Richard D. Howe
and
Loles D. Solis

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for publis senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including foreign languages. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of foreign languages in the CIP is as follows:

> A summary of groups of instructional programs that describe the study of languages other than English, and the study of related aspects of foreign literatures and cultures.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 99--16).]

This article presents a summary of the overall average salary increases in the discipline/major field of foreign languages from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same

207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of foreign languages faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI use a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professors of foreign languages in the 1988-89 public study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of foreign languages in the 1988-89 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of foreign languages with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: FOREIGN LANGUAGES																		
PUBLIC, 1988-89>							**MAJOR FIELD: FOREIGN LANGUAGES**											
AVERAGE SALARY:	43261	434	138	34118	454	144	27707	416	146	25980	76	56	22348	125	62	33998	1429	176
FAC MIX PCT:	0.30			0.32			0.29			0.05			0.09			1.00		
SALARY FACTOR:	0.97			0.95			0.92			0.89			0.96			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: FOREIGN LANGUAGES																		
PUBLIC, 1991-92:							**MAJOR FIELD: FOREIGN LANGUAGES**											
AVERAGE SALARY:	49259	428	142	38927	452	152	31179	508	155	30081	72	54	23897	167	78	37625	1555	181
FAC MIX PCT:	0.28			0.29			0.33			0.05			0.11			1.00		
SALARY FACTOR:	0.97			0.95			0.91			0.89			0.91			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: FOREIGN LANGUAGES																		
PRIVATE, 1988-89:							**MAJOR FIELD: FOREIGN LANGUAGES**											
AVERAGE SALARY:	42236	389	152	33413	427	156	27237	436	155	25510	67	52	22740	117	62	33041	1369	225
FAC MIX PCT:	0.28			0.31			0.32			0.05			0.09			1.00		
SALARY FACTOR:	0.94			0.96			0.95			0.92			1.01			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: FOREIGN LANGUAGES																		
PRIVATE, 1991-92:							**MAJOR FIELD: FOREIGN LANGUAGES**											
AVERAGE SALARY:	49980	411	158	39649	424	156	31906	528	181	29776	82	59	26187	127	63	38607	1490	234
FAC MIX PCT:	0.28			0.28			0.35			0.06			0.09			1.00		
SALARY FACTOR:	0.93			0.97			0.94			0.92			0.96			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 176 of the 207 public institutions. The average salary of the 1,429 faculty was $33,998. This average salary was approximately 6.3 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of foreign languages was reported in 181 of the same 207 public institutions. The average salary of the 1,555 faculty was $37,625. This average salary was approximately 9.7 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in foreign languages after three years in the public institutions studied was 10.7 percent ($37,625 minus $33,998 equals $3,627). The CPI of increased cost-of-living between october 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in foreign languages average faculty salaries over the three-year period is 6.5 percent or an average of 2.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of foreign languages (10.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 3.6 percentage points in their salaries ($14.3% minus 10.7% equals 3.6%) more than faculty in the discipline/major field of foreign languages.

The reader may note that the faculty mix percentage in foreign languages is

higher at the professor rank than at the assistant professor in the 1988-89 study: 30 percent vs. 29 percent, and in the 1991-92 study it is lower at 28 percent vs. 33 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in foreign languages in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.3 percent (76/1,429) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92 it was also higher, 4.6 percent (72/1,555) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 225 of the 298 private institutions. The average salary of the 1,369 faculty was $33,041. This average salary was 7.3 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of foreign languages was reported in 234 of the same 298 private institutions. The average salary of the 1,490 faculty was $38,607. This average was 9.4 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in foreign languages after three years in the private institutions studied was 16.8 percent ($38,607 minus $33,041 equals $5,566). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore,

in the average salaries of foreign languages faculty over the three-year time period, is .4 percent or .13 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of foreign languages (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.4 percent (19.2% minus 16.8% equals 2.4%) more than faculty in foreign languages.

The reader may note that the faculty mix percentage is lower at the professor rank in 1988-89 study comparied to the assistant professor rank: 28 percent vs. 32 percent, respectively, and in the 1991-92 study it is also lower at 28 percent vs. 35 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in foreign languages was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.9 percent (67/1,369) vs. 4.6 percent (1,374/-29,774), respectively, and higher also in the 1991-92 private study: 5.5 percent (82/1,490) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of foreign languages and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the base-

line year and for the trend year--a total of four studies. A total of 5,843 (3.5%) faculty in the dicisipline/major field of foreign languages participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of foreign languages in 1988-89 in the public and private studies were some 6 and 7 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of foreign languages in 1991-92 in the public and private studies were also some 9 percent for each study below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in foreign languages in the public institutions received an overall relative salary decrease at the end of three years of 6.5 percent below the cost-of-living. In the private institutions there was a relative salary decrease of .4 percent below the cost-of-living.

Third, in the disciplines/major field of foreign languages the assistant professor rank percentages generally exceeds those in the professor rank both in the 1988-89 and 1991-92 public and private studies except for the 1988-89 public study where the faculty mix percentage is 30 percent for the professor rank and 29 percent for the assistant professor rank. These data show that foreign languages is an "established" discipline and will probably beomce "top heavy" with professors in the next few years.

Finally, the hiring rate of new assistant professors in foreign languages in both the public and private studies for both study years, in comparison to ALL MAJOR FIELDS, is higher. This means that foreign languages in continuing a measured growth in relation to many of the other disciplines/major fields in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in foreign languages, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Loles D. Solis is an assistant professor and reference librarian at Appalachian State University.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Particiapting Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN GEOGRAPHY FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Roger Winsor

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including geography. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of geography in the CIP is as follows:

> An instructional program that describes the systematic study of the spatial distribution and interrelationships of people, natural resources, plant and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis, and applications to areas such as land-use planning, development studies, and analyses of specific countries, regions, and resources.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, (1990), p. 146--45.07).]

This article presents a summary of the overall average salary increases in the discipline/major field of geography from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institu-

tions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's private study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of geography faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank. For example, a FAC MIX PCT factor of .29 for associate professors of geography in the 1988-89 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of geography in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geography with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: GEOGRAPHY																		
PUBLIC, 1988-89:																		
AVERAGE SALARY:	44094	242	80	34868	169	81	28699	144	68	27563	23	20	22926	24	21	36695	579	105
FAC MIX PCT:	0.42			0.29			0.25			0.04			0.04			1.00		
SALARY FACTOR:	0.99			0.97			0.95			0.94			0.98			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: GEOGRAPHY																		
PUBLIC, 1991-92:																		
AVERAGE SALARY:	51503	255	88	40224	189	86	32786	160	82	32740	23	22	27869	16	14	42624	620	111
FAC MIX PCT:	0.41			0.30			0.26			0.04			0.03			1.00		
SALARY FACTOR:	1.01			0.98			0.95			0.97			1.06			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: GEOGRAPHY																		
PRIVATE, 1988-89:																		
AVERAGE SALARY:	47158	28	16	34832	20	14	28253	22	13	28983	6	4	26276	2	2	37377	72	26
FAC MIX PCT:	0.39			0.28			0.31			0.08			0.03			1.00		
SALARY FACTOR:	1.05			1.01			0.98			1.04			1.17			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: GEOGRAPHY																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	50407	30	19	39139	16	13	32130	25	12	28450	4	4	21000	1	1	41148	72	25
FAC MIX PCT:	0.42			0.22			0.35			0.06			0.01			1.00		
SALARY FACTOR:	0.94			0.95			0.94			0.88			0.77			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 105 of the 207 public institutions. The average salary of the 579 faculty was $36,695. This average salary was approximately 1.6 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of geography was reported in 111 of the same 207 public institutions. The average salary of the 620 faculty was $42,624. This average salary was approximately 3.2 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salary for all faculty in georgraphy after three years in the public institutions studied was 16.2 percent ($42,624 minus $36,695 equals $5,929). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in geography average faculty salaries over the three-year period of 1.0 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions tudied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of geography (16.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.9 percentage points in their salaries (16.2% minus 14.3% equals 1.9%) less than faculty in the discipline/major field of geography.

The reader may note that the faculty mix percentage in geography is higher at the professor rank than at the assistant professor in the 1988-89 study: 42 percent vs. 25 percent, and in the 1991-92 study it is 41 percwent vs. 26

percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in geography in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.0 percent (23/579) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 3.7 percent (23/620) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 26 of the 298 private institutions. The average salary of the 72 faculty was $37,377. This average salary was 5.5 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of geography was reported in 25 of the same 298 private institutions. The average salary of the 72 faculty was $41,148. This average was 2.7 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in geography after three years in the private institutions studied was 10.1 percent ($41,148 minus $37,377 equals $3,771). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 7.1 percent or 2.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of geography (10.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 9.12 percent (19.2% minus 10.1% equals 9.1%) more than faculty in geography.

Finally, the reader may note that the hiring rate of new assistant professors in geography was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 8.3 percent (6/72) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 5.6 percent (4/72) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of geography and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,343 (.8%) faculty in the discipline/major field of geography particiapted and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of geography in the 1988-89 public and private studies were some 2 and 5 percent above those in ALL

MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of geography in the 1991-92 public and private studies were some 3 above and 3 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in geography in the public institutions received an overall relative salary increase at the end of three years of 1 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 7.1 percent below the cost-of-living.

Third, in the discipline/major field of geography the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies. These data show that the discipline/-major field of geography in both the public and private studies is an older, established discipline.

Finally, the hiring rate of new assistant professors in geography both in the 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 and 1991-92 private studies the hiring rate was higher than in ALL MAJOR FIELDS. It appears that geography as a discipline/major field continues to grow rather slowly both in the public and private studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in geography, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN GEOLOGY FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Richard N. Abbott

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including geology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of geology in the CIP is as follows:

> An instructional program that describes the scientific study of the earth; the forces acting upon it; and the behavior of the solids, liquids and gases comprising it. Includes instruction in historical geology, geomorphology, sedimentology, the chemistry of rocks and soils, stratigraphy, mineralogy, petrology, geostatistics, volcanology, glaciology, geophysical principles, and applications to research and industrial problems.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 131--40.0601).]

This article presents a summary of the overall average salary increases in the discipline/major field of geology from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institu-

tions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of geology faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of geology in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of geology in the 1988-89 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES																		
MAJOR FIELD: GEOLOGY																		
PUBLIC, 1988-89:																		
AVERAGE SALARY:	44362	271	92	35316	180	80	29346	113	64	27128	18	17	22955	18	14	37986	582	110
FAC MIX PCT:	0.47			0.31			0.19			0.03			0.03			1.00		
SALARY FACTOR:	1.00			0.98			0.98			0.92			0.98			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: PHYSICAL SCIENCES																		
MAJOR FIELD: GEOLOGY																		
PUBLIC, 1991-92:																		
AVERAGE SALARY:	51511	292	90	40064	169	79	32596	113	61	31344	17	17	28077	12	11	44082	586	107
FAC MIX PCT:	0.50			0.29			0.19			0.03			0.02			1.00		
SALARY FACTOR:	1.01			0.97			0.95			0.93			1.07			1.07		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		

DISCIPLINE: PHYSICAL SCIENCES																		
MAJOR FIELD: GEOLOGY																		
PRIVATE, 1988-89:																		
AVERAGE SALARY:	50870	92	36	35959	44	27	29095	33	22	27500	3	3	24995	3	3	42426	172	47
FAC MIX PCT:	0.53			0.26			0.19			0.02			0.02			1.00		
SALARY FACTOR:	1.13			1.04			1.01			0.99			1.11			1.20		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: PHYSICAL SCIENCES																		
MAJOR FIELD: GEOLOGY																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	63288	129	40	45020	53	29	33819	27	23	29449	3	3	27500	2	2	54589	211	53
FAC MIX PCT:	0.61			0.25			0.13			0.01			0.01			1.00		
SALARY FACTOR:	1.18			1.10			0.99			0.91			1.01			1.29		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of geology was reported in 110 of the 207 public institutions. The average salary of the 582 faculty was $37,986. This average salary was approximately 5 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of geology was reported in 107 of the same 207 public institutions. The average salary of the 586 faculty was $44,082. This average salary was approximately 6.8 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in geology after three years in the public institutions studied was 16 percent ($44,082 minus $37,986 equals $6,096). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.2 percent or .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of geology (16%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.7 percentage points in their salaries (16% minus 14.3% equals 1.7%) less than faculty in the discipline/major field of geology.

The reader may note that the faculty mix percentage in geology is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 47 percent vs. 19 percent, and in the 1991-92 study it is also higher at 50 percent vs. 19 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies

are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in geology in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 3.1 percent (18/582) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 2.9 percent (17/586) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of geology was reported in 47 of the 298 private institutions. The average salary of the 172 faculty was $42,426. This average salary was 19.7 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of geology was reported in 53 of the same 298 private institutions. The average salary of the 211 faculty was $54,589. This average salary was 29.2 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in geology studies after three years in the private institutions studied was 29.2 percent ($54,589 minus $42,246 equals $12,343). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 12 percent or 4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of geology (29.2%), therefore, the faculty in ALL MAJOR FIELDS increased their

salaries by 10 percent (29.2% minus 19.2% equals 10%) less than faculty in geology.

The reader may note that the faculty mix percentage in geology is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 53 percent vs. 19 percent, respectively, and in the 1991-92 study it is 61 percent vs. 13 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in geology was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 1.7 percent (3/172) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 1.4 percent (3/211) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of geology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,551 (.9%) faculty in the discipline/major field of geology participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of geology in 1988-89 in the public and private studies were some 5 and 20 percent above those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of geology in 1991-92, in both the public and private studies were some 7 and 29 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in geology in the public institutions received an overall relative salary increases at the end of three years of 1.2 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 12 percent above the cost-of-living.

Third, in the discipline/major field of geology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies. These data show that the discipline/-major field of geology in both the public and private studies is an older, established discipline.

Finally, the hiring rate of new assistant professors in geology both in the 1988-89 and 1991-92 public and private studies was lower than in ALL MAJOR FIELDS. It appears that geology as a discipline/major field continues to grow rather slowly both in the public and private studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in geology and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN HISTORY

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Mark White

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including history. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of history in the CIP is as follows:

> An instructional program that generally describes the study and interpretation of the past including the gathering, recording, synthesizing and critizing of evidence and theories about past events. Includes instruction in historiography; historical research methods, studies of specific periods, issues and cultures; and applications to areas such as historic preservation, public policy, and records administration.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 146--45.0801).]

This article presents a summary of the overall average salary increases in the discipline/major field of history from the "baseline year" of 1988-89 to

and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of history faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .25 for associate professors of history in the 1988-89 public study means that 25 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of history in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of history with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: HISTORY																		
PUBLIC, 1988-89:																		
AVERAGE SALARY:	43554	1044	174	34443	464	146	27571	311	125	25836	80	55	22325	47	34	38090	1866	179
FAC MIX PCT:	0.56			0.25			0.17			0.04			0.03			1.00		
SALARY FACTOR:	0.98			0.96			0.92			0.88			0.95			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: HISTORY																		
PUBLIC, 1991-92:																		
AVERAGE SALARY:	50071	1018	183	38928	457	157	31181	440	146	30185	84	58	26583	41	31	42725	1956	186
FAC MIX PCT:	0.52			0.23			0.22			0.04			0.02			1.00		
SALARY FACTOR:	0.98			0.95			0.91			0.89			1.01			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: HISTORY																		
PRIVATE, 1988-89:																		
AVERAGE SALARY:	42760	562	217	34065	343	157	26321	260	147	25193	53	45	22130	31	29	36157	1196	261
FAC MIX PCT:	0.47			0.29			0.22			0.04			0.03			1.00		
SALARY FACTOR:	0.95			0.98			0.92			0.91			0.98			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: HISTORY																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	49820	549	217	39867	317	155	32049	296	155	29930	54	44	26729	30	26	42179	1192	259
FAC MIX PCT:	0.46			0.27			0.25			0.05			0.03			1.00		
SALARY FACTOR:	0.93			0.97			0.94			0.92			0.98			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of history was reported in 179 of the 207 public institutions. The average salary of the 1,866 faculty was $38,090. This average salary was approximately 5.4 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of history was reported in 186 of the same 207 public institutions. The average salary of the 1,956 faculty was $42,725. This average salary was approximately 3.5 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in history after three years in the public institutions studied was 12.2 percent ($42,725 minus $38,090 equals $4,635). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in history average faculty salaries over the three-year period by 5 percent or an average of 1.7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of history (12.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 2.1 percentage points in their salaries (14.3% minus 12.2% equals 2.1%) more than faculty in the discipline/major field of history.

The reader may note that the faculty mix percentage in history is higher at the professor rank than at the assistant professor in the 1988-89 study: 56 percent vs. 17 percent, and in the 1991-92 study it is 52 percent vs.

22 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in history in the public studies was higher than ALL MAJOR FIELDS both in 1988-89, 4.3 percent (80/1866) vs. 4.8 percent (2497/51650), respectively; and in 1991-92, 4.3 percent (84/1956) vs. 4.4 percent (2410/54920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of history was reported in 261 of the 298 private institutions. The average salary of the 1,196 faculty was $36,157. This average salary was 2 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of history was reported in 259 of the same 298 private institutions. The average salary of the 1,192 faculty was $42,179. This average salary was .1 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in history after three years in the private institutions studied was 16.7 percent ($42,179 minus $36,157 equals $6,022). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic "increase," therefore, in the average faculty salaries for history faculty over the three-year time period, is .5 percent or .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240

minus $35,437 equals $6,803). In comparison to the discipline/major field of history (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (19.2% minus 16.7% equals 2.5%) more than faculty in history.

Finally, the reader may note that the hiring rate of new assistant professors in history was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.4 percent (53/1,196) vs. 4.6 percent (1374/29774), respectively, and higher in the 1991-92 private study: 4.5 percent (54/1192) vs. 4.3 percent (1379/31783), respectively. In other words the hiring rate of new assistant professors in history is greater than that for ALL MAJOR FIELDS in the 1991-92 private study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of history and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,210 (3.7%) faculty in the discipline/major field of history participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United State participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor for all ranks in the discipline/major field of history in 1988-89 in the public and private studies was some 5 and 2 percent above the average

faculty salary factor for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factor for all ranks in the discipline/major field of history in 1991-92 in the public study was 3 percent, and in the private study it was "even" (1.00) with the average for ALL MAJOR FIELDS.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in history in the public institutions received overall, "real" salary increases at the end of three years of 1.7 percent below the cost-of-living. In the private institutions the "real" salary increase was .5 percent below the cost-of-living.

Third, in the discipline/major field of history the professor rank percentage is greater than that of ALL MAJOR FIELDS in the public institutions for both study years and in the private institutions it is great but not as much as in the public institutions. Historically, the discipline/major field of history is considered one of the "older" disciplines/major fields and these percentages are rather typical.

Regarding the hiring rate of new assistant professors, both the public and private institutions are not hiring as high a percentage of new faculty as in ALL MAJOR FIELDS. This fact, too, is rather typical in an "older" discipline/-major field.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in history and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Sammie Garner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including home economics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of home economics in the CIP is as follows:

> A summary of groups of instructional programs that describe the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, homes and families, and the effects of these factors on society and the workplace.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 103--19).]

This article presents a summary of the overall average salary increases in the discipline/major field of home economics from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S

PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of home economics faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professors of home economics in the 1988-89 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of home economics in the 1988-89 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of home economics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HOME ECONOMICS																		
PUBLIC, 1988-89: MAJOR FIELD: HOME ECONOMICS																		
AVERAGE SALARY:	42476	126	50	34418	176	65	28703	261	70	27222	31	19	22681	100	47	31929	663	81
FAC MIX PCT:	0.19			0.27			0.39			0.05			0.15			1.00		
SALARY FACTOR:	0.96			0.95			0.95			0.93			0.97			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: HOME ECONOMICS																		
PUBLIC, 1991-92: MAJOR FIELD: HOME ECONOMICS																		
AVERAGE SALARY:	49354	117	51	39342	195	60	33037	247	69	31292	33	21	26374	81	45	37097	640	78
FAC MIX PCT:	0.18			0.30			0.39			0.05			0.13			1.00		
SALARY FACTOR:	0.97			0.96			0.96			0.92			1.01			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: HOME ECONOMICS																		
PRIVATE, 1988-89: MAJOR FIELD: HOME ECONOMICS																		
AVERAGE SALARY:	34620	12	10	30927	39	28	26742	71	32	29250	4	3	22253	26	16	27695	148	43
FAC MIX PCT:	0.08			0.26			0.48			0.03			0.18			1.00		
SALARY FACTOR:	0.77			0.89			0.93			1.05			0.99			0.78		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: HOME ECONOMICS																		
PRIVATE, 1991-92: MAJOR FIELD: HOME ECONOMICS																		
AVERAGE SALARY:	42705	14	10	37281	37	24	32506	72	31	29847	3	3	26984	10	7	34492	133	38
FAC MIX PCT:	0.11			0.28			0.54			0.02			0.08			1.00		
SALARY FACTOR:	0.80			0.91			0.95			0.92			0.99			0.82		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 81 of the 207 public institutions. The average salary of the 663 faculty was $31,929. This average salary was approximately 13.2 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of home economics was reported in 78 of the same 207 public institutions. The average salary of the 640 faculty was $37,097. This average salary was approximately 11.3 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in home economics after three years in the public institutions studied was 16.2 percent ($37,097 minus $31,929 equals $5,168). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1 percent or .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of home economics (16.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.9 percentage points in their salaries (16.2% minus 14.3% equals 1.9%) less than faculty in the discipline/major field of home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 19 percent vs. 39 percent, and in the 1991-92 study it is also lower at 18 percent vs. 39 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies

are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in home economics in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.7 percent (31/663) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 5.2 percent (33/640) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 43 of the 298 private institutions. The average salary of the 148 faculty was $27,695. This average salary was 28 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of home economics was reported in 38 of the same 298 private institutions. The average salary of the 133 faculty was $34,492. This average salary was 22.4 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in home economics studies after three years in the private institutions studied was 24.5 percent ($34,492 minus $27,695 equals $6,797). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 7.3 percent or 2.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240

minus $35,437 equals $6,803). In comparison to the discipline/major field of home economics (24.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.3 percent (24.5% minus 19.2% equals 5.3%) less than faculty in home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 8 percent vs. 48 percent, respectively, and in the 1991-92 study it is 11 percent vs. 54 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in home economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 2.7 percent (4/148) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 2.3 percent (3/133) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of home economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,584 (.9%) faculty in the discipline/major field of home economics participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The

same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of home economics in 1988-89 in the public and private studies were some 12 and 22 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of home economics in 1991-92, in both the public and private studies were some 10 and 8 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in home economics in the public institutions received an overall relative salary increases at the end of three years of 1 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 7.3 percent above the cost-of-living.

Third, in the discipline/major field of home economics the assistant professor rank FAC MIX PCTs are higher than those in the professor rank in both the 1988-89 and 1991-92 public and private studies. These data show that the discipline/major field of home economics in both the public and private studies is slowly emerging, especially in the public institutions.

Finally, the hiring rate of new assistant professors in home economics in the 1988-89 public study was lower than in ALL MAJOR FIELDS but in 1991-92 it was higher. In the 1988-89 and 1991-92 private studies the hiring rate was lower than in ALL MAJOR FIELDS. It appears that home economics as a discipline/major field continues to grow rather slowly in the public studies but is almost stagnate in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in home economics and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Sammie Garner is associate professor and chair of the department of home economics at Appalachian State University.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN LETTERS

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Melissa Barth

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including letters. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of letters in the CIP is as follows:

> A summary of groups of instructional programs that describe the structure and use of the English language and dialects, speech, writing, and various aspects of the literatures and cultures of the English-speaking peoples.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 110--23).]

This article presents a summary of the overall average salary increases in the discipline/major field of letters from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470

institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of letters faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor .27 for

associate professors of letters in the 1988-89 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .94 for associate professors in the discipline/major field of letters in the 1988-89 public study means that their average salary is 6 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of letters to the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: LETTERS																		
PUBLIC, 1988-89: MAJOR FIELD: LETTERS																		
AVERAGE SALARY:	42309	1445	194	33893	1183	190	27296	1148	192	25398	203	100	20786	555	118	33272	4331	200
FAC MIX PCT:	0.33			0.27			0.27			0.05			0.13			1.00		
SALARY FACTOR:	0.95			0.94			0.91			0.87			0.89			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: LETTERS																		
PUBLIC, 1991-92: MAJOR FIELD: LETTERS																		
AVERAGE SALARY:	48497	1499	195	38344	1161	195	31004	1306	195	30298	183	110	23378	617	123	37558	4583	201
FAC MIX PCT:	0.33			0.25			0.28			0.04			0.13			1.00		
SALARY FACTOR:	0.95			0.93			0.90			0.90			0.89			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: LETTERS																		
PRIVATE, 1988-89: MAJOR FIELD: LETTERS																		
AVERAGE SALARY:	41446	826	243	32277	687	233	25748	667	235	24901	140	94	21526	175	95	32844	2355	288
FAC MIX PCT:	0.35			0.29			0.28			0.06			0.07			1.00		
SALARY FACTOR:	0.92			0.93			0.90			0.90			0.96			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: LETTERS																		
PRIVATE, 1991-92: MAJOR FIELD: LETTERS																		
AVERAGE SALARY:	49186	876	248	39710	639	230	30795	814	243	29081	122	83	25842	140	83	38880	2469	288
FAC MIX PCT:	0.35			0.26			0.33			0.05			0.06			1.00		
SALARY FACTOR:	0.92			0.92			0.90			0.90			0.95			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of letters was reported in 200 of the 207 public institutions. The average salary of the 4,331 faculty was $33,272. This average salary was approximately 8.6 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of letters was reported in 201 of the same 207 public institutions. The average salary of the 4,583 faculty was $37,558. This average salary was approximately 9.9 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in letters after three years in the public institutions studied was 12.9 percent ($37,558 minus $33,272 equals $4,286). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in letters average facultys salaries over the three-year period of 4.3 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of letters (12.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.4 percentage points in their salaries (14.3% minus 12.9% equals 1.4%) more than faculty in the discipline/major field of letters.

The reader may note that the faculty mix percentage in letters is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 33 percent vs. 27 percent, and in the 1991-92 study it is 33 percent vs. 28

percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in letters in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.7 percent (203/-4331) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also lower, 4.0 percent (183/4,583) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of letters was reported in 288 of the 298 private institutions. The average salary of the 2,355 faculty was $32,844. This average salary was 7.9 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of letters was reported in 288 of the same 298 private institutions. The average salary of the 2,469 faculty was $38,880. This average was 8.6 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in letters after three years in the private institutions studied was 18.4 percent ($38,880 minus $32,844 equals $6,036). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.2 percent or .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of letters (18.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .8% percent (19.2% minus 18.4% equals .8%) more than faculty in letters.

The reader may note that the faculty mix percentage in letters is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 35 percent vs. 28 percent, respectively, and in the 1991-92 study it is 35 percent vs. 33 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in letters was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.9 percent (140/2,355) vs. 4.6 percent (1,374/29,774), respectively, and higher also in the 1991-92 private study: 4.9 percent (122/2,469 vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of letters and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 13,738 (8.22%) faculty in the discipline/major field of letters participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall

total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of letters in the 1988--89 public and private studies were some 8 and 7 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of letters in the 1991-92 public and private studies were some 9 and 8 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in letters in the public institutions received an overall relative salary increase at the end of three years of 4.3 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 1.2 percent above the cost-of-living.

Third, in the discipline/major field of letters the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies, respectively. These data show that the discipline/major field of letters in both the public and private studies is well established in academic and unlike many other disciplines, the ranks are rather well balanced.

Finally, the hiring rates of new assistant professors in letters in the 1988-89 and 1991-92 public studies were lower than in ALL MAJOR FIELDS. In the 1988-89 and 1991-92 private studies the hiring rates were higher than in ALL MAJOR FIELDS. It appears that letters as a discipline/major field continues to grow rather steadily in both the public and private studies. The hiring rates

in the private studies are increasing a little faster than in ALL MAJOR FIELDS and in comparison with the public studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in letters, and in other discipline/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Melissa Barth is professor of English and interim coordinator of the Office of Women's Concerns at Appalachian State University.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN LIBRARY AND ARCHIVAL SCIENCES FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Linda Veltze

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank through 1991-92. Each year two separate studies were conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including library and archival sciences. The disciplines were chosen from among those listed in and defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of library and archival sciences in the CIP is as follows:

> A summary of groups of instructional programs that describe the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 113--25).]

This article presents a summary of the overall average salary increases in the discipline/major field of library and archival sciences from the "baseline year" of 1988-89, to and including the "trend year" of 1991-92, for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study in 1988-89, 207 also participated in 1991-92. Data from those same

207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of library and archival sciences faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is achieved.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .22 for associate professors of library and archival sciences in the 1988-89 public study means that 22 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .94 for associate professors in the discipline/major field of library and archival sciences in the 1988-89 public study means that their average salary is 6 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time at the participating institution in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for information about the newly hired.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of library and archival sciences with the entire data base for each study.

Of particular import to the reader is the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES																		
PUBLIC, 1988-89: **MAJOR FIELD: LIBRARY & ARCHIVAL SCIENCES**																		
AVERAGE SALARY:	43403	43	22	33906	62	32	27700	121	33	26228	12	8	20619	50	19	30257	276	43
FAC MIX PCT:	0.16			0.22			0.44			0.04			0.18			1.00		
SALARY FACTOR:	0.98			0.94			0.92			0.89			0.88			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES																		
PUBLIC, 1991-92: **MAJOR FIELD: LIBRARY & ARCHIVAL SCIENCES**																		
AVERAGE SALARY:	49293	69	27	38617	85	32	32350	112	30	31494	10	10	23741	22	10	37601	288	41
FAC MIX PCT:	0.24			0.30			0.39			0.03			0.08			1.00		
SALARY FACTOR:	0.97			0.94			0.94			0.93			0.91			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES																		
PRIVATE, 1988-89: **MAJOR FIELD: LIBRARY & ARCHIVAL SCIENCES**																		
AVERAGE SALARY:	42478	18	14	31512	56	12	26449	43	22	28072	4	3	21004	16	11	30095	133	32
FAC MIX PCT:	0.14			0.42			0.32			0.03			0.12			1.00		
SALARY FACTOR:	0.94			0.91			0.92			1.01			0.93			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES																		
PRIVATE, 1991-92: **MAJOR FIELD: LIBRARY & ARCHIVAL SCIENCES**																		
AVERAGE SALARY:	50757	16	11	39840	51	21	31682	69	25	25866	7	6	25034	11	9	36091	147	32
FAC MIX PCT:	0.11			0.35			0.47			0.05			0.07			1.00		
SALARY FACTOR:	0.95			0.97			0.93			0.80			0.92			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the preceding table, the reader may note that the discipline/major field of library and archival sciences was reported for 43 of the 207 public institutions. The average salary of the 276 faculty was $30,257. This average salary was approximately 19.4 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

The data listed in the table from the PUBLIC 1991-92 salary study indicate that the discipline/major field of library and archival sciences was reported in 41 of the same 207 public institutions. The average salary of the 288 faculty was $37,601. This average salary was approximately 9.8 percent lower then the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in library and archival sciences after three years in the public institutions studied was 24.3 percent ($37,601 minus $30,257 equals $7,344). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in library and archival sciences average faculty salaries over the three-year period of 7.1 percent or an average of 2.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In the discipline/major field of library and archival sciences the increase was 24.3 percent, therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 10.0 percentage points in their salaries (24.3% minus 14.3% equals 10.0%) which was less than that received by faculty in the discipline/major field of library and archival sciences.

The reader may note that the faculty mix percentage (FAC MIX PCT) in li-

brary and archival sciences was lower at the professor rank than at the assistant professor rank in the 1988-89 study: 16 percent vs. 44 percent; in the 1991-92 study: 24 percent vs. 39 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies were as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in library and archival sciences in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.3 percent (12/276) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also lower, 3.5 percent (10/288) vs. 4.4 percent (2,410/-54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study shown in the table, the reader may note that the discipline/major field of library and archival sciences was reported in 32 of the 298 private institutions. The average salary of the 133 faculty was $30,095. This average salary was 17.8 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The data listed in the table from the PRIVATE 1991-92 salary study indicate that the discipline/major field of library and archical sciences was reported in 32 of the same 298 private institutions. The average salary of the 147 faculty was $36,091. This average was 17.0 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private salary.

The increase in average salaries for all faculty in library and archival sciences after three years in the private institutions studied was 19.9 percent ($36,091 minus $30,095 equals $5,996). The CPI of increased cost-of-living

between October 1988 and October 1991 was 17.2 percent. This comparison of the two sections of the study indicates a more realistic increase in the average faculty salaries over the three-year time period (2.7 percent or .9 percent each year above the cost-of-living).

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the study of private institutions was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of library and archival sciences (19.9%) the faculty in ALL MAJOR FIELDS increased their salaries by .7 percent (19.9% minus 19.2% equals .7%) which was less than that received by faculty in library and archival sciences.

The reader may note that the faculty mix percentage in library and archival sciences was lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 14 percent vs. 32 percent, respectively, and in the 1991-92 study it was 11 percent vs. 47 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies were as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in library and archival sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.0 percent (4/133) vs. 4.6 percent (1,374/29,774). It was higher in the 1991-92 private study: 4.8 percent (7/147) vs. 4.3 percent (1,379/31,783).

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of library and archival sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "base-line year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for

discipline/major field of library and archival sciences in both the public and private studies is younger than many of the older, more established disciplines (in many institutions librarians are still considered staff and not faculty). Further, it may indicate a basic promotional difficulty for faculty in this field since many librarians do not teach courses.

4) Finally, the hiring rate of new assistant professors in library and archival sciences in the 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the private studies, it was lower in 1988-89 but higher in 1991-92, than in ALL MAJOR FIELDS. In conclusion, it is rather difficult to interpolate any generalizations of the data on hiring rates in this discipline/major field.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in library and archival sciences, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda Veltze is an assistant professor of library science in the department of library science and educational foundations at Appalachian State University.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN LIFE SCIENCES FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Laurie Warner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including life sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of life sciences in the CIP is as follows:

> A summary of groups of instructional programs that describe the scientific study of living organisms and their systems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 114--26).]

This article presents a summary of the overall average salary increases in the discipline/major field of life sciences from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA's PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's PRIVATE study of 1988-89, 298 also participated in

1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of life sciences faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increase is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professors of life sciences in the 1988-89 public study means that

28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of life sciences in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of life sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF SALARY	NUM	N/IN	ASSO PROF SALARY	NUM	N/IN	ASST PROF SALARY	NUM	N/IN	NEW ASST PROF SALARY	NUM	N/IN	INSTRUCTOR SALARY	NUM	N/IN	ALL RANKS SALARY	NUM	IN
DISCIPLINE: LIFE SCIENCES																		
MAJOR FIELD: LIFE SCIENCES																		
PUBLIC, 1988-89:																		
AVERAGE SALARY:	42648	1208	192	34661	687	177	28721	526	160	27597	98	66	21448	72	43	36896	2493	201
FAC MIX PCT:	0.48			0.28			0.21			0.04			0.03			1.00		
SALARY FACTOR:	0.96			0.96			0.95			0.94			0.92			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: LIFE SCIENCES																		
MAJOR FIELD: LIFE SCIENCES																		
PUBLIC, 1991-92:																		
AVERAGE SALARY:	49196	1250	197	39669	688	181	32724	639	170	30850	107	74	25240	91	57	41977	2668	202
FAC MIX PCT:	0.47			0.26			0.24			0.04			0.03			1.00		
SALARY FACTOR:	0.96			0.96			0.95			0.91			0.96			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: LIFE SCIENCES																		
MAJOR FIELD: LIFE SCIENCES																		
PRIVATE, 1988-89:																		
AVERAGE SALARY:	42793	614	220	32578	460	205	27698	312	174	27126	60	49	22171	45	32	35570	1431	275
FAC MIX PCT:	0.43			0.32			0.22			0.04			0.03			1.00		
SALARY FACTOR:	0.95			0.94			0.96			0.98			0.98			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: LIFE SCIENCES																		
MAJOR FIELD: LIFE SCIENCES																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	49645	670	235	37923	419	206	32107	326	176	30408	58	51	24142	26	20	41809	1441	276
FAC MIX PCT:	0.46			0.29			0.23			0.04			0.02			1.00		
SALARY FACTOR:	0.93			0.93			0.94			0.94			0.89			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 201 of the 207 public institutions. The average salary of the 2,493 faculty was $36,896. This average salary was approximately 2.1 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of life sciences was reported in 202 of the same 207 public institutions. The average salary of the 2,668 faculty was $41,977. This average salary was approximately 1.7 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

The increase in average salaries for all faculty in life sciences after three years in the public institutions studied was 13.8 percent ($41,977 minus $36,896 equals $5,081). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in life sciences average faculty salaries over the three-year period by 3.4 percent or an average of 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of life sciences (13.8), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .5 percentage point in their salaries (14.3% minus 13.8% equals .5%) more than faculty in the discipline/major field of life sciences.

The reader may note that the faculty mix percentage in life sciences is higher at the professor rank than at the assistant professor in the 1988-89 study: 48 percent vs. 21 percent, and in the 1991-92 study it is 47 percent vs 24 percent, respectively. The differences in the ranks of professor and assis-

tant professor in ALL MAJOR FIELDS for both public studies as as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in life sciences in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 3.9 percent (98/2493) vs. 4.8 percent (2497/51650), respectively; and in 1991-92, 4.0 percent (107/2668) vs. 4.4 percent (2410/54920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 275 of the 298 private institutions. The average salary of the 1,431 faculty was $35,570. This average salary was .04 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of life sciences was reported in 276 of the same 298 private institutions. The average salary of the 1,441 faculty was $41,809. This average salary was 1.3 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in life sciences after three years in the private institutions studied was 17.5 percent ($41,809 minus $35,570 equals $6,239). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .3 percent or .1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of

life sciences (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.7 percent (19.2% minus 17.5% equals 1.7%) more than faculty in life sciences.

Finally, the reader may note that the hiring rate of new assistant professors in life sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.2 percent (60/1,431) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 4.0 percent (58/1,441) vs. 4.3 percent (1,379/31,783), respectively. In other words the hiring rate of new assistant professors in life sciences is less than that for ALL MAJOR FIELDS in the 1991-92 private study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of life sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,033 (4.8%) faculty in the discipline/major of life sciences participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor of all ranks in the discipline/major field of life sciences in 1988-89 was some 2 percent above the average faculty salary factor for all ranks in ALL MAJOR FIELDS in the public study and was even (1.00) in the private study. For 1991-92 the average faculty salary factor for life sciences was again 2 percent

above the average faculty salary factor for all ranks in ALL MAJOR FIELDS in the public study and was 1 percent below the average of ALL MAJOR FIELDS in the private study.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in life sciences in the public institutions received overall salary increases at the end of three years of 3.4 percent below the cost-of-living. In the private institutions the salary increase was less than 1 percent (.3%) above the cost-of-living.

Third, in the discipline/major field of life sciences the professor rank has a greater faculty mix percentage than the other ranks for both the public and private studies in both study years. In comparision to the faculty mix percentage of ALL MAJOR FIELDS, the faculty mix percentage in life sciences for the rank of professor may seem rather top-heavy in each of the four studies even though life sciences is historically considered to be an "older" discipline/major field.

Now that a rather significant data base of faculty salaries by rank and disccipline has been developed, it is anticipated that additional salary-trend analysis will be effected in life sciences, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 9

B) LIST OF PUBLIC Participating Institutions, page 10

C) LIST OF PRIVATE Participating Institutions, page 12

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN MATHEMATICS FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Doris V. Banner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including mathematics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of mathematics in the CIP is as follows:

> A summary of groups of instructional programs that describe the systematic study of logical symbolic language and its applications.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p 119--27).]

This article presents a summary of the overall average salary increases in the discipline/major field of mathematics from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also parti-

cipated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of mathematics faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professors of mathematics in the 1988-89 public study means that

29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given disciplines/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of mathematics in the 1988-89 public study means that their average salary is 1 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of mathematics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF	ASSO PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN
			DISCIPLINE: MATHEMATICS			
PUBLIC, 1988-89:			MAJOR FIELD: MATHEMATICS			
AVERAGE SALARY:	44807 940 182	36305 916 182	30279 965 185	29769 149 90	21656 367 129	35301 3188 202
FAC MIX PCT:	0.29	0.29	0.30	0.05	0.12	1.00
SALARY FACTOR:	1.01	1.01	1.01	1.01	0.93	0.98
			ALL MAJOR FIELDS			
AVERAGE SALARY:	44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX PCT:	0.34	0.29	0.29	0.05	0.08	1.00
			DISCIPLINE: MATHEMATICS			
PUBLIC, 1991-92:			MAJOR FIELD: MATHEMATICS			
AVERAGE SALARY:	51404 983 184	40829 940 192	34258 992 188	33251 153 92	24634 435 121	39883 3350 202
FAC MIX PCT:	0.29	0.28	0.30	0.05	0.13	1.00
SALARY FACTOR:	1.01	0.99	1.00	0.98	0.94	0.97
			ALL MAJOR FIELDS			
AVERAGE SALARY:	50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX PCT:	0.34	0.28	0.30	0.04	0.08	1.00
			DISCIPLINE: MATHEMATICS			
PRIVATE, 1988-89:			MAJOR FIELD: MATHEMATICS			
AVERAGE SALARY:	45955 518 190	34328 521 195	28379 492 203	28341 74 58	21675 144 87	35088 1675 281
FAC MIX PCT:	0.31	0.31	0.29	0.04	0.09	1.00
SALARY FACTOR:	1.02	0.99	0.99	1.02	0.96	0.99
			ALL MAJOR FIELDS			
AVERAGE SALARY:	45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX PCT:	0.32	0.31	0.30	0.05	0.06	1.00
			DISCIPLINE: MATHEMATICS			
PRIVATE, 1991-92:			MAJOR FIELD: MATHEMATICS			
AVERAGE SALARY:	54803 580 202	40630 542 204	33379 544 227	31936 66 53	25198 113 80	42053 1779 283
FAC MIX PCT:	0.33	0.30	0.31	0.04	0.06	1.00
SALARY FACTOR:	1.02	0.99	0.98	0.98	0.93	1.00
			ALL MAJOR FIELDS			
AVERAGE SALARY:	53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX PCT:	0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 202 of the 207 public institutions. The average salary of the 3,188 faculty was $35,301. This average salary was approximately 2.3 percent below than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of mathematics was reported in 202 of the same 207 public institutions. The average salary of the 3,350 faculty was $39,883. This average salary was approximately 3.5 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in mathematics after three years in the public institutions studied was 13.0 percent ($39,883 minus $35,301 equals $4,582). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in mathematics average faculty salaries over the three-year period of 4.1 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of mathematics (13.0%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.3 percentage points in their salaries (14.3% minus 13.0% equals 1.3%) more than faculty in the discipline/major field of mathematics.

The reader may note that the faculty mix percentage in mathematics is lower at the professor rank than at the assistant professor in the 1988-89 study: 29 percent vs. 30 percent, and in the 1991-92 study it is also 29 percent vs. 30

percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in mathematics in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.7 percent (149/3,188) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 4.6 percent (153/3,350) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 281 of the 298 private institutions. The average salary of the 1,675 faculty was $35,088. This average salary was 1.0 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of mathematics was reported in 283 of the same 298 private institutions. The average salary of the 1,779 faculty was $42,053. This average was .4 percent lower than the average salary of $42,240 of all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in mathematics after three years in the private institutions studied was 19.9 percent ($42,053 minus $35,088 equals $6,965). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.7 percent or .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of mathematics (19.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .7 percent (19.9% minus 19.2% equals .7%) less than faculty in mathematics.

The reader may note that the faculty mix percentage in mathematics is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 31 percent vs. 29 percent, respectively, and the in 1991-92 study it is 33 percent vs. 31 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in mathematics was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.4 percent (74/1,675) vs. 4.6 percent (1,274/29,774), respectively, and also lower in the 1991-92 private study: 3.7 percent (66/1,769) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of mathematics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,992 (5.9%) faculty in the discipline/major field of mathematics participated and were included in the 43 disciplines/major fields in each of the four studies and in

the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the disicpline/major field of mathematics in the 1988-89 public and private studies were some 2 and 1 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of mathematics in the 1991-92 public and private studies were some 3 percent below and even with the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in mathematics in the public institutions received an overall relative salary increase at the end of three years of 4.1 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 2.7 percent above the cost-of-living.

Third, in the discipline/major field of mathematics the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1988-89 and 1991-92 public studies but is just the opposite in the 1988-89 and 1991-92 private studies. These data show that the discipline/major field of mathematics in both the public and private studies is well established in academia and unlike many other disciplines, the ranks are rather well balanced.

Finally, the hiring rate of new assistant professors in mathematics in the 1988-89 public study was slightly lower than in ALL MAJOR FIELDS, and in the 1991-92 public study it was slightly higher. In both the 1988-89 and 1991-92 private studies the hiring rates were lower than in ALL MAJOR FIELDS. It appears that mathematics as a discipline/major field continues to grow rather

steadily in both the public and private studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in mathematics, and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN MULTI/INTERDISCIPLINARY STUDIES FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Willie Fleming

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including multi/interdisciplinary studies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of multi/interdisciplinary studies in the CIP is as follows:

> A summary of groups of instructional programs, the components of which derive from two or more separate instuctional programs*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 121--30).]

This article presents a summary of the overall average salary increases in the discipline/major field of multi/interdisciplinary studies from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for

both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of multi/interdisciplinary studies faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of multi/interdisciplinary studies in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of multi/interdisciplinary studies in the 1988-89 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of multi/interdisciplinary studies with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY																		
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
PUBLIC, 1988-89:																		
AVERAGE SALARY:	44275	91	25	35314	103	22	27824	120	21	26136	19	8	22076	17	5	34382	331	31
FAC MIX PCT:	0.27			0.31			0.36			0.06			0.05			1.00		
SALARY FACTOR:	1.00			0.98			0.93			0.89			0.94			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY																		
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
PUBLIC, 1991-92:																		
AVERAGE SALARY:	51865	81	27	38007	94	17	30656	121	19	30770	10	5	25401	27	7	37674	323	31
FAC MIX PCT:	0.25			0.29			0.37			0.03			0.08			1.00		
SALARY FACTOR:	1.02			0.92			0.89			0.91			0.97			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY																		
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
PRIVATE, 1988-89:																		
AVERAGE SALARY:	42813	37	14	34569	30	14	26405	34	20	29675	4	4	20671	6	3	34046	107	28
FAC MIX PCT:	0.35			0.28			0.32			0.04			0.06			1.00		
SALARY FACTOR:	0.95			1.00			0.92			1.07			0.92			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY																		
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	48236	53	15	38271	33	14	31477	37	16	29958	3	3	26594	15	7	39007	138	28
FAC MIX PCT:	0.38			0.24			0.27			0.02			0.11			1.00		
SALARY FACTOR:	0.90			0.93			0.92			0.92			0.98			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 31 of the 207 public institutions. The average salary of the 331 faculty was $34,382. This average salary was approximately 5.1 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of multi/interdisciplinary studies was reported in 31 of the same 207 public institutions. The average salary of the 323 faculty was $37,674. This average salary was approximately 9.6 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in multi/interdisciplinary studies after three years in the public institutions studied was 9.6 percent ($37,674 minus $34,382 equals $3,292). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 7.6 percent or 2.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of multi/-interdisciplinary studies (9.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 4.7 percentage points in their salaries (14.3% minus 9.6% equals 4.7%) more than faculty in the discipline/major field of multi/interdisciplinary studies.

The reader may note that the faculty mix percentage in multi/interdisciplinary studies is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 27 percent vs. 36 percent, and in the 1991-92 study it is 25 percent vs. 37 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.7 percent (19/331) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 3.1 percent (10/323) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 28 of the 298 private institutions. The average salary of the 107 faculty was $34,046. This average salary was 4.1 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of multi/interdisciplinary studies was reported in 28 of the same 298 private institutions. The average salary of the 138 faculty was $39,007. This average salary was 8.3 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in multi/interdisciplinary studies after three years in the private institutions studied was 14.6

percent ($39,007 minus $34,046 equals $4,961). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.6 percent or .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of multi/interdisciplinary studies (14.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.6 percent (19.2% minus 14.6% equals 4.6%) more than faculty in multi/interdisciplinary studies.

The reader may note that the faculty mix percentage in multi/interdisciplinary studies is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 35 percent vs. 32 percent, respectively, and in the 1991-92 study it is 38 percent vs. 27 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in multi/interdisciplinary studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.7 percent (4/107) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 2.2 percent (3/138) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of multi/interdisciplinary studies and compared that

information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,037 (1.2%) faculty in the discipline/major field of multi/interdisciplinary studies participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of engineering-related technologies in 1988-89 in the public and private studies were some 3 and 4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of multi/interdisciplinary studies in 1991-92, in both the public and private studies were some 3 and 1 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in multi/interdisciplinary studies in the public institutions received overall, relative salary increases at the end of three years of 3.3 percent below the cost-of-living. In the private institutions the relative salary increase was 5.6 percent below the cost-of-living.

Third, in the discipline/major field of multi/interdisciplinary studies the assistant professor rank percentages far exceed those in the professor rank

both in the 1988-89 public and private studies and in the 1991-92 public and private studies. These data show that multi/interdisciplinary studies is a still-emerging field although emerging rather slowly.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the public studies in comparison to ALL MAJOR FIELDS, is lower both in the 1988-89 and in the 1991-92 study. In the private studies, the hiring rate was also lower than in ALL MAJOR FIELDS both in the 1988-89 and 1991-92 studies. This means that multi/interdisciplinary studies is continuing a rather slow growth in relation to many of the other disciplines/major fields in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in multi/interdisciplinary studies and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN MUSIC FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Clinton Parker

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including music. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of music in the CIP is as follows:

> An instructional program that generally describes the study and appreciation of music, and the study of music performance. Includes instruction in principles of harmony, musical notation, musical styles, the historical development of music, and the fundamentals of various musical instruments.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 167--50.0901).]

This article presents a summary of the overall average salary increases in the discipline/major field of music from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions.

Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of music faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of music in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of music in the 1988-89 public study means that their average salary is 7 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of music with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL						
PUBLIC, 1988-89:						
AVERAGE SALARY:	42079 757 148	33544 702 146	27514 619 138	26326 85 64	23841 173 68	34010 2251 167
FAC MIX PCT:	0.34	0.31	0.27	0.04	0.08	1.00
SALARY FACTOR:	0.95	0.93	0.91	0.90	1.02	0.94
ALL MAJOR FIELDS						
AVERAGE SALARY:	44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX PCT:	0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL						
PUBLIC, 1991-92:						
AVERAGE SALARY:	47664 794 150	37805 710 153	30846 716 151	29430 95 67	25993 155 67	38232 2375 173
FAC MIX PCT:	0.33	0.30	0.30	0.04	0.07	1.00
SALARY FACTOR:	0.93	0.92	0.90	0.87	0.99	0.93
ALL MAJOR FIELDS						
AVERAGE SALARY:	50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX PCT:	0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL						
PRIVATE, 1988-89:						
AVERAGE SALARY:	38232 401 152	30817 410 160	25394 351 162	24726 32 29	21599 72 59	31146 1234 225
FAC MIX PCT:	0.32	0.33	0.28	0.03	0.06	1.00
SALARY FACTOR:	0.85	0.89	0.88	0.89	0.96	0.88
ALL MAJOR FIELDS						
AVERAGE SALARY:	45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX PCT:	0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL						
PRIVATE, 1991-92:						
AVERAGE SALARY:	45141 422 153	36627 416 162	30346 375 166	29543 46 37	25425 59 47	37080 1272 224
FAC MIX PCT:	0.33	0.33	0.29	0.04	0.05	1.00
SALARY FACTOR:	0.84	0.89	0.89	0.91	0.93	0.88
ALL MAJOR FIELDS						
AVERAGE SALARY:	53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX PCT:	0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of music was reported in 167 of the 207 public institutions. The average salary of the 2,251 faculty was $34,010. This average salary was approximately 6.2 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of music was reported in 173 of the same 207 public institutions. The average salary of the 2,375 faculty was $38,232. This average salary was approximately 8 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in music after three years in the public institutions studied was 12.4 percent ($38,232 minus $34,010 equals $4,222). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.8 percent or 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of music (12.4%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.9 percentage points in their salaries (14.3% minus 12.4% equals 1.9%) more than faculty in the discipline/major field of music.

The reader may note that the faculty mix percentage in music is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 34 percent vs. 27 percent, and in the 1991-92 study it is 33 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in music in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 3.8 percent (85/2,251) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 2.8 percent (67/2,375) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of music was reported in 225 of the 298 private institutions. The average salary of the 1,234 faculty was $31,146. This average salary was 13.8 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of music was reported in 224 of the same 298 private institutions. The average salary of the 1,272 faculty was $37,080. This average salary was 13.9 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in music studies after three years in the private institutions studied was 19.1 percent ($37,080 minus $31,146 equals $5,934). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.9 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of

music (19.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .1 percent (19.2% minus 19.1% equals .1%) more than faculty in music.

The reader may note that the faculty mix percentage in music is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 32 percent vs. 28 percent, respectively, and in the 1991-92 study it is 33 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in music was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 2.6 percent (32/1,234) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.6 percent (46/1,272) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of music and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,132 (4.2%) faculty in the discipline/major field of music participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of music in the 1988-89 public and private studies were some 6 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of music in the 1991-92 public and private studies were some 7 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in music in the public institutions received an overall relative salary increases at the end of three years of 4.8 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 1.9 percent above the cost-of-living.

Third, in the discipline/major field of music the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies. These data show tht the discipline/-major field of music in both the public and private studies is an older, established discipline.

Finally, the hiring rate of new assistant professors in music in the 1988-89 and 1991-92 public and private studies was lower than in ALL MAJOR FIELDS. It appears that music as a discipline/major field continues to grow rather slowly in both the public and private studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in music and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Clinton Parker is professor of music and associate vice chancellor for academic affairs at Appalachian State University.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN NURSING FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Fredel Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including nursing. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of nursing in the CIP is as follows:

> An instructional program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in administration of medication and treatments, assisting a physican during treatments and examiniations, referring patients to physicians and other health care specialists, and planning education for health maintenance.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 179-180--51.1601).]

This article presents a summary of the overall average salary increases in the discipline/major field of nursing from the "baseline year" of 1988-89 to

and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of nursing faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professors of nursing in the 1988-89 public study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of nursing in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of nursing with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: NURSING, GENERAL																		
PUBLIC, 1988-89:																		
AVERAGE SALARY:	44964	137	71	34453	438	115	28853	971	122	26924	126	69	23909	316	81	30516	1862	129
FAC MIX PCT:	0.07			0.24			0.52			0.07			0.17			1.00		
SALARY FACTOR:	1.01			0.96			0.96			0.92			1.02			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4253		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: NURSING, GENERAL																		
PUBLIC, 1991-92:																		
AVERAGE SALARY:	50588	184	86	39922	514	122	32644	990	128	31196	88	55	27833	313	73	35411	2001	132
FAC MIX PCT:	0.09			0.26			0.49			0.04			0.16			1.00		
SALARY FACTOR:	0.99			0.97			0.95			0.92			1.06			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: NURSING, GENERAL																		
PRIVATE, 1988-89:																		
AVERAGE SALARY:	39613	98	55	31255	289	82	26669	556	107	25606	34	27	23017	183	61	28379	1126	116
FAC MIX PCT:	0.09			0.26			0.49			0.03			0.16			1.00		
SALARY FACTOR:	0.88			0.90			0.93			0.92			1.02			0.80		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: NURSING, GENERAL																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	45868	111	65	36726	287	90	31773	540	103	29358	69	40	27812	184	61	33784	1122	111
FAC MIX PCT:	0.10			0.26			0.48			0.06			0.16			1.00		
SALARY FACTOR:	0.86			0.90			0.93			0.90			1.02			0.80		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 129 of the 207 public institutions. The average salary of the 1,862 faculty was $30,516. This average salary was approximately 18.4 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of nursing was reported in 132 of the same 207 public institutions. The average salary of the 2,001 faculty was $35,411. This average salary was approximately 16.6 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in nursing after three years in the public institutions studied was 16 percent ($35,411 minus $30,516 equals $4,895). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.2 percent or .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of nursing (16%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.7 percentage points in their salaries (16% minus 14.3% equals 1.7%) less than faculty in the discipline/major field of nursing.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 7 percent vs. 52 percent, and in the 1991-92 study it is also lower at 9 percent vs. 49 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows:

34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in nursing in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 6.8 percent (126/1,862) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was essentially the same, 4.4 percent (88/2,001) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 116 of the 298 private institutions. The average salary of the 1,126 faculty was $28,379. This average salary was 24.9 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of nursing was reported in 111 of the same 298 private institutions. The average salary of the 1,122 faculty was $33,784. This average salary was 25 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in nursing studies after three years in the private institutions studied was 19 percent ($33,784 minus $28,379 equals $5,405). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.8 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of

nursing (19%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .2 percent (19.2% minus 19% equals .2%) more than faculty in nursing.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 9 percent vs. 49 percent, respectively, and in the 1991-92 study it is 10 percent vs. 48 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in nursing was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3 percent (34/1,126) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 6.1 percent (69/1,122) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of nursing and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,111 (3.6%) faculty in the discipline/major field of nursing participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of nursing in the 1988-89 public and private studies were some 16 and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of nursing in the 1991-92 public and private studies were some 14 and 20 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in nursing in the public institutions received an overall relative salary increases at the end of three years of 1.2 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 1.8 percent above the cost-of-living.

Third, in the discipline/major field of nursing the assistant professor rank FAC MIX PCTs are higher than those in the professor rank both in the 1988-89 and 1991-92 public and private studies. These data show that the discipline/major field of nursing in both the public and private studies is a relatively new discipline.

Finally, the hiring rate of new assistant professors in nursing in the 1988-89 public study was higher than in ALL MAJOR FIELDS, and in 1991-92 it was equal to that in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was lower than in ALL MAJOR FIELDS but in 1991-92 it was higher. It appears that nursing as a discipline/major field continues to grow rather steadily as an emerging new discipline both in the public and private studies.

Now that a rather significant data base of faculty salaries by rank and

discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in nursing and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Fredel Reighard is director of nursing education options program at Caldwell Community College and Technical Institute in Hudson, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
 ynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Jesse Taylor, Jr.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including philosophy and religion. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of philosophy and religion in the CIP is as follows:

> A summary of groups of instructional programs that describe the study of modes, methods and types of logical inquiry; and the study of organized systems of belief and related practices.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 127--38).]

This article presents a summary of the overall average salary increases in the discipline/major field of philosophy and religion from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S

PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of philosophy and religion faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professors of philosophy and religion in the 1988-89 public study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of philosophy and religion in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of philosophy and religion with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHILOSOPHY AND RELIGION																		
PUBLIC, 1988-89:																		
MAJOR FIELD: PHILOSOPHY AND RELIGION																		
AVERAGE SALARY:	43698	297	107	34858	245	95	27961	158	90	26514	28	24	22138	15	11	36739	715	136
FAC MIX PCT:	0.42			0.34			0.22			0.04			0.02			1.00		
SALARY FACTOR:	0.98			0.97			0.93			0.90			0.95			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: PHILOSOPHY AND RELIGION																		
PUBLIC, 1991-92:																		
MAJOR FIELD: PHILOSOPHY AND RELIGION																		
AVERAGE SALARY:	50368	344	120	38996	237	98	31804	197	98	30566	26	24	27950	22	17	41810	800	144
FAC MIX PCT:	0.43			0.30			0.25			0.03			0.03			1.00		
SALARY FACTOR:	0.99			0.95			0.92			0.90			1.07			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: PHILOSOPHY AND RELIGION																		
PRIVATE, 1988-89:																		
MAJOR FIELD: PHILOSOPHY AND RELIGION																		
AVERAGE SALARY:	39544	590	213	32202	393	183	26760	352	160	25752	63	42	21711	43	41	33628	1378	257
FAC MIX PCT:	0.43			0.29			0.26			0.05			0.03			1.00		
SALARY FACTOR:	0.88			0.93			0.93			0.93			0.96			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: PHILOSOPHY AND RELIGION																		
PRIVATE, 1991-92:																		
MAJOR FIELD: PHILOSOPHY AND RELIGION																		
AVERAGE SALARY:	48152	597	213	38359	399	173	31344	410	184	29676	68	51	25308	38	35	40072	1444	258
FAC MIX PCT:	0.41			0.28			0.28			0.05			0.03			1.00		
SALARY FACTOR:	0.90			0.94			0.92			0.91			0.93			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 136 of the 207 public institutions. The average salary of the 715 faculty was $36,739. This average salary was approximately 1.7 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of philosophy and religion was reported in 144 of the same 207 public institutions. The average salary of the 800 faculty was $41,810. This average salary was approximately 1.3 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in philosophy and religion after three years in the public institutions studied was 13.8 percent ($41,810 minus $36,739 equals $5,071). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over a three-year time period, is 3.4 percent or 1.1 percent each year below the cost of living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of philosophy and religion (13.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .5 percentage points in their salaries (14.3% minus 13.8% equals .5%) more than the faculty in the discipline/major field of philosophy and religion.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor in the

1988-89 study: 42 percent vs. 22 percent, and in the 1991-92 study it is 43 percent vs. 25 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in philosophy and religion in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 3.9 percent (28/715) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 3.3 percent (26/800) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 257 of the 298 private institutions. The average salary of the 1,378 faculty was $33,628. This average salary was 5.4 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of philosophy and religion was reported in 258 of the same 298 private institutions. The average salary of the 1,444 faculty was $40,072. This average salary was 5.4 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in philosophy and religion after three years in the private institutions studied was 19.2 percent ($40,072 minus $33,628 equals $6,444). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.0 percent or .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of philosophy and religion (19.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by virtually the same percentage as faculty in philosophy and religion.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 43 percent vs. 26 percent, respectively, and in the 1991-92 study it is 41 percent vs. 28 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in philosophy and religion was the same as the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.6 percent (63/1,378) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 4.7 percent (68/1,444) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of philosophy and religion and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,337 (2.6%) faculty in the discipline/major field of

philosophy and religion participated and were included in the 43 disciplines-major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of philosophy and religion in 1988-89 in the public and private studies were some 2 percent above and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of philosophy and religion in 1991-92, in the public and private studies were some 1 percent above and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in philosophy and religon in the public institutions received and overall relative salary decrease at the end of three years of 3.4 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 2 percent above the cost-of-living.

Third, in the discipline/major field of philosophy and religion the professor rank percentages far exceed those in the assistant professor rank both in the 1988-89 and 1991-92 public and private studies. These data show that philosophy and religion is a rather established, "old" discipline. It is anticipated, therefore, that the percentages in the professor rank will steadily increase over the next few years.

Finally, the hiring rate of new assistant professors in philosophy and religion both in the 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was the same as in ALL MAJOR FIELDS and higher in the 1991-92 private study. This may mean that hiring for faculty in philosophy and religion is continuing rather steady in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in philosophy and religion, and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN PHYSICAL EDUCATION FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Ron Kanoy

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including physical education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physical education in the CIP is as follows:

> A summary of groups of instructional programs that describe the principles and practices of managing parks and other recreational and fitness facilities; providing recreational, leisure and fitness services; and the study of human fitness.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 125--31).]

This article presents a summary of the overall average salary increases in the discipline/major field of physical education from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC

study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physical education faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary for full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professors of physical education in the 1988-89 public study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of physical education in the 1988-89 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
PUBLIC, 1988-89:							**MAJOR FIELD: PHYSICAL EDUCATION**											
AVERAGE SALARY:	42995	481	138	35239	540	150	29454	676	161	26640	58	47	24167	396	120	33958	2093	176
FAC MIX PCT:	0.23			0.26			0.32			.03			0.19			1.00		
SALARY FACTOR:	0.97			0.98			0.98			0.91			1.03			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX PCT:	0.34			0.29			0.29			0.05			0.08			1.00		
DISCIPLINE: EDUCATION																		
PUBLIC, 1991-92:							**MAJOR FIELD: PHYSICAL EDUCATION**											
AVERAGE SALARY:	49282	478	136	40163	505	149	33475	671	162	31020	70	47	27517	386	110	37707	2040	174
FAC MIX PCT:	0.23			0.25			0.33			0.03			0.19			1.00		
SALARY FACTOR:	0.97			0.98			0.97			0.92			1.05			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX PCT:	0.34			0.28			0.30			0.04			0.08			1.00		
DISCIPLINE: EDUCATION																		
PRIVATE, 1988-89:							**MAJOR FIELD: PHYSICAL EDUCATION**											
AVERAGE SALARY:	37311	137	79	31628	252	123	26335	248	126	25141	22	17	21561	158	91	28987	795	184
FAC MIX PCT:	0.17			0.32			0.31			0.03			0.20			1.00		
SALARY FACTOR:	0.83			0.92			0.92			0.91			0.96			0.82		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX PCT:	0.32			0.31			0.30			0.05			0.06			1.00		
DISCIPLINE: EDUCATION																		
PRIVATE, 1991-92:							**MAJOR FIELD: PHYSICAL EDUCATION**											
AVERAGE SALARY:	43488	145	82	37715	242	124	31099	244	115	28320	28	24	26333	128	68	34771	759	176
FAC MIX PCT:	0.19			0.32			0.32			0.04			0.17			1.00		
SALARY FACTOR:	0.70			0.95			0.80			0.87			0.65			0.72		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 176 of the 207 public institutions. The average salary of the 2,093 faculty was $33,958. This average salary was approximately 6.4 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of physical education was reported in 174 of the same 207 public institutions. The average salary of the 2,040 faculty was $37,707. This average salary was approximately 9.5 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in physical education after three years in the public institutions studied was 11.0 percent ($37,707 minus $33,958 equals $3,749). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in physical education average faculty salaries over the three-year period is 6.2 percent or an average of 2.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of physical education (11.0%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 3.3 percentage points in their salaries (14.3% minus 11.0% equals 3.3%) more than faculty in the discipline/major field of physical education.

The reader may note that the faculty mix percentage in physical education

is lower at the professor rank than at the assistant professor in the 1988-89 study: 23 percent vs. 32 percent, and in the 1991-92 study it is 23 percent vs. 33 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in physical education in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 2.8 percent (58/2,093) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also lower, 3.4 percent (70/2,040) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 184 of the 298 private institutions. The average salary of the 795 faculty was $28,987. This average salary was 22.3 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of physical education was reported in 176 of the same 298 private institutions. The average salary of the 759 faculty was $34,771. This average was 21.5 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in physical education after three years in the private institutions studied was 20.0 percent ($34,771 minus $28,987 equals $5,784). The CPI of increased cost-of-living between

October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.8 percent or .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of physical education (20.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .8 percent (20.0% minus 19.2% equals .8%) less than faculty in physical education.

The reader may note that the faculty mix percentage in physical education is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 17 percent vs. 31 percent, respectively, and in the 1991-92 study it is 19 percent vs. 32 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 precent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical education was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 2.8 percent (22/795) vs. 4.6 percent (1,374/29.774), respectively, and lower in the 1991-92 private study: 3.7 percent (28/759) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physical education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public

institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,687 (3.4%) faculty in the discipline/major field of physical education participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States particiated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of physical education in 1988-89 in the public and private studies were some 9 and 18 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of physical education in 1991-92 in the public and private studies were some 9 percent below and 28 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in physical education in the public institutions received overall, relative salary increases at the end of three years of 6.2 percent below the cost-of-living. In the private institutions the relative salary was 2.8 percent above the cost-of-living.

Third, in the discipline/major field of physical education the assistant professor rank percentages far exceed those in the professor rank both in the 1988-89 and 1991-92 public and private studies. These data show that physical education is a still-emerging field although emerging rather slowly.

Finally, the hiring rate of new assistant professors in physical education in the public studies in comparison to ALL MAJOR FIELDS, is lower both in the

1988-89 and in the 1991-92 study. In the private studies, the hiring rate was also lower than in ALL MAJOR FIELDS both in the 1988-89 and 1991-92 studies. This means that physical education is continuing a rather slow growth in relation to many of the other disciplines/major fields in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in physical education, and in other discipline/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES

A) OVERALL LIST OF SELECTED DISCIPLINE, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298